

Religious Discrimination

Have you requested accommodations?

- ◆ Employers may not treat employees or applicants less – or more- favorably because of their religious beliefs or practices.
- ◆ Employees cannot be forced to participate -- or not participate – in a religious activity as a condition of employment.
- ◆ Employers must reasonably accommodate employees' sincerely held religious beliefs or practices unless doing so would impose an undue hardship on the employer.
- ◆ An employer is not required to accommodate an employee's religious beliefs and practices if doing so would impose an undue hardship on the employers' legitimate business interests.
- ◆ Employers must permit employees to engage in religious expression if employees are permitted to engage in other personal expression at work, unless the religious expression would impose an undue hardship on the employer.
- ◆ Employers must take steps to prevent religious harassment of their employees.

Civil Rights Act of 1964 prohibits employers from discriminating against individuals because of their religion in hiring, firing, and other terms and conditions of employment. Title VII covers employers with 15 or more employees, including state and local governments. It also applies to employment agencies and to labor organizations, as well as the federal government.

Metro Human Relations Commission is governed by Ordinance 2003-1312 § 1, 2003 chapter 11.20.010, to secure all individuals within the area of Davidson County freedom from discrimination because of race, color, religion, national origin, disability, or sex in connection with employment and there by protecting their interest and personal dignity.

Contact us, we can help!



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